

# Fort Worth Independent School District 2020-2021 Campus Improvement Plan

**Principal:** Trimble, David

**Campus Name:** 044 - Elder MS, J.P.

**Executive Director:** Miguel Elizondo

## Fort Worth ISD Mission Statement

*Preparing ALL students for success in college, career, and community leadership.*

### Vision

*Igniting in Every Child a Passion for Learning*

### Student Outcome Goals

**Early Literacy** - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2021.

**Middle Grade Math** - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2021.

**College and Career Readiness** - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2021.

## School Profile

### Student Enrollment by Program

Attendance Rate: 69.7

Special Education: 8.1

Dual Language/ESL: 38.4

Gifted and Talented: 18.3

Career and Technology: 23.7

Percentage of at-risk students: 73.7

Percentage of English Language (EL) students: 40.7

Percentage of economically disadvantage students: 91.6

## 2020-2021 Campus Site-Based Committee

Name	Role
David Trimble	Principal
Joni Johnson-Scott	Additional Representative Appointment
Grant Johnston	Teacher
Wendy Carrillo	Parent
Claudia Palacios	Parent
Kimberly Young	Campus Non-Teacher Professional
Olivia Sandival	Teacher
Laura Decutler	Teacher
Diana Perry	District Level Staff
Dewey Powers	Community Representative
Rosanne Green	Business Representative
Hernillo Munoz	Business Representative
Tresa Montes	Community Representative
Presciliana Olayo	District Level Staff
Taylor Trevino	Teacher
Barbara Evans	Teacher
Josue Duran	Teacher

## Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Elder MS, J.P.. The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses:

Beginning with 2021-2022, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

State Accountability Ratings by Domain	Overall Performance Accountability Rating
Domain 1: <b>Student Achievement</b> 65	69 - D
Domain 2: <b>School Progress</b> 77	
Domain 3: <b>Closing The Gaps</b> 50	

### Campus Distinction Designations

Academic Achievement in Mathematics: 0

Academic Achievement in Science: 0

Academic Achievement in English Language Arts/Reading: 0

Top 25 Percent: Comparative Academic Growth: 0

Postsecondary Readiness: 0

Top 25 Percent: Comparative Closing the Gaps: 0

## Campus Assurances and Certification for the 2020-2021 School Year

I certify acceptance and compliance with all provisions set forth by:

Yes the Fort Worth ISD School Board;

Yes the Texas Education Code;

Yes Title I, Part A; and

No Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

# Comprehensive Needs Assessment Summary for 2020-2021

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weaknesses?	Priorities Three to five needs that require intervention. Needs should be prioritized to create the greatest impact.
<b>Demographics</b>	1. 1135 Students enrolled 95% Hispanic 91.6 % Free and Reduced Lunch	1. Improve Tier 1 instruction in math.	1. Improve Tier 1 instruction in reading so that student will have increased success on the STAAR test.
	2. 550 Students identified as LEP	2. Improve Tier 1 instruction in reading.	2. Improve Tier 1 instruction in math so that student will have increased success on the STAAR test.
	3. 110 Students identified as Special Education	3. Improve ESL strategies across the school	3. Increase parental involvement by providing training to parents how to become advocates for their students and engagement opportunities.
	4. 1146 Students enrolled 96% Hispanic 91.6% Free or Reduced Lunch	4. 56% passed math STAAR, and 61% passed Reading STAAR	4.
	5. 325 LEP students 120 students receiving Special Services	5. Improve Reading for all students	5.
<b>Student Achievement</b>	1. STAAR results continue to go up across the board.	1. Increase number of student achieving approaches, meets and masters in reading and math	6.
	2. Number of students exiting the LEP program has increase, but has leveled off	2. Improve student performance on TELPAS	7.
	3.	3.	8. 5. Pullout and push in tutoring for struggling students
	4. STAAR results have been flat for the last three years	4. More time in reading and English for struggling students	9.
	5. EOC results has been near 100 passing for the last three years	5. More time in math for struggling students	10.
	6. Number of discipline referrals has decrease last year	6. Increase students leaving middle school with high school credits	
<b>School Culture and Climate</b>	1. 14 teachers new to the campus	1. High quality teachers need to be hired, trained and retained	
	2. 36 teachers are new to the campus in the last two years	2. Continue to celebrate teachers and staff	
	3. School morale and satisfaction is improving	3. Improve the quality of instruction and overall success of the campus in order to retain students within the pyramid	
	4. Teacher turnover is down but still above district average	4. Continue to hire and retain quality teachers	
	5. Teacher satisfaction is improving	5. Celebrate staff and teachers	
	6. Enrollment is going down and POC is phasing out		
<b>Staff Quality/ Professional Development</b>	1. 7 first year teachers on staff and over half the staff has less than five years teaching experience	1. Provide mentors, PD, and instructional coaching for all teachers with less than five years experience	
	2. Over half the staff has not been trained in restorative practices and classroom management techniques.	2. Provide PD based on restorative practices and effective classroom management.	
	3. Over half the staff has not been trained in LEP strategies	3. Provide PD to teachers focusing on effective LEP strategies.	
	4. Two instructional coaches	4. Use Instructional coaches to support new teachers	
	5. Three title one teachers	5. Provide staff development in PLCs when possible	

<b>Curriculum, Instruction, and Assessment</b>	1.	All core content teachers are scheduled with a common planning period.	1.	PLC times need to have focused and scheduled
	2.	All core content teachers have a PLC everyday	2.	All PLC need to be monitored and facilitated by a member of the ILT.
	3.		3.	Common assessments need to be developed and assigned for all core content based on grade level.
	4.	Core content wil have common planning and PLC	4.	Common planning times will be monitored by admin
	5.	Instruction coaches and Admin will support all PLCs	5.	All PLCs will have a systematic documentation
<b>Family and Community Involvement</b>	1.	PTA had be reestablished after many years without.	1.	Increase nubmer of members in the PTA.
	2.	High level of community pride in the North Side area.	2.	Improve communication with all parents
	3.	Parents willing and able to get involved in the school.	3.	Train parents how to be advocated for their students.
	4.	PTA starting its second year	4.	Increase PTA membership
	5.	Families willing to support school	5.	Increase parent involvement by providing traning for parents
			6.	Hire full time parent liason
<b>School Context and Organization</b>	1.	Strong Instructional Leadership Team	1.	Need for system to schedule and conduct classroom observation and provide timely, relevant feedback to teachers.
	2.	Developing SBDM	2.	Improve the number of people attending SBDM and increase the decisions they are involved in
	3.		3.	
	4.	Improving systems to maximise instructional time	4.	Develop school wide tardy policy
			5.	Improve classroom management techniques

# Academic Excellence Goals

## Fort Worth Independent School District 2020-2021 Academic Excellence Goals Action Plan

Campus Name: 044 - Elder MS, J.P.

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	Math -Percent of students in Grades 6-8 performing on or above grade level standard on their STAAR Math assessment will increase from 22% to 30% by 2019.	130.27	58.74	19.64		
	Math - Percent of students in grade 6-8 performing at or above approaches on their STAAR math assessment will increase from 67% to 76%	67			75	EOY
	Reading - Percent of students in grade 6-8 performing at or above approaches on their STAAR reading assessment will increase from 64% to 70%	64			70	EOY
	Increase the number of LEP students exiting the program.					

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	ILT members will receive training that will allow us to support teachers in developing grade level lessons aligned to our district curriculum and develop assessments with appropriate rigor.	<ol style="list-style-type: none"> <li>1. Purchase PD on effective PCLs</li> <li>2. Train ILT on effective PLCs</li> <li>3. Purchase technology to help support PLCs</li> <li>4. Purchase software to analysis and track data.</li> <li>5. Pay for subs during PD</li> </ol>	Principal	9/1/2020	Title I	20,000	Incomplete	100% of lesson will be aligned to the district curriculum to improve Tier One instruction.
2 Title I	Establish system that allow teachers to engage in intentional Tier One lesson planning that is aligned to our district instructional curriculum and instructional framework.	<ol style="list-style-type: none"> <li>1. Increase instructional time for all 6th grade students by hiring two additional reading teachers</li> <li>2. Identify students that would benefit from additional instructional time.</li> <li>3. Provide teachers lesson planning support and teaching strategies that will met the needs of students that struggle in reading and writing.</li> </ol>	Principal	9/1/2020	Title I	112,000	Completed	Increase ELA STAAR scores by six percent by increasing the amount of instructional time for identified students from 45 minutes per day to 90 minutes per day.
3 Title I	Establish system that allow teachers to engage in intentional Tier One lesson planning that is aligned to our district instructional curriculum and instructional framework.	<ol style="list-style-type: none"> <li>1. Increase instructional time for all 7th grade students by hiring one additional math teacher.</li> <li>2. Identify students that would benefit from additional instructional time.</li> <li>3. Provide teachers lesson planning support and teaching strategies that will met the needs of students that struggle in math.</li> </ol>	Principal	9/8/2020	Title I	56,000	Completed	Increase Math STAAR scores by eight percent by increasing the amount of instructional time for identified students from 45 minutes per day to 90 minutes per day.
4 Title I	Support staff in disaggregating multiply sources of student and teacher data to track, monitor, and inform instructional practices that will lead to student success.	<ol style="list-style-type: none"> <li>1. Hire a data analyst</li> <li>2. Disaggregate student data.</li> <li>3. Identify any student in need of intervention.</li> </ol>	Data Analyst	3/29/2021	Title I	74,000	Below Target	Increase STAAR reading results from 64 percent to 70 percent approaches by providing small group instruction for all students not performing at grade level or above in reading
5 Title I	Campus leadership will ensure that instructional materials, resources, and decisions address the instructional needs of all students and individual student groups.	<ol style="list-style-type: none"> <li>1. Identify students needing small group interventions.</li> <li>2. Schedule small group interventions.</li> </ol>	Data Analyst	10/5/2020	Title I	19,424	Below Target	Increase STAAR reading results from 64 percent to 70 percent approaches and math from 67 to 75 approaches by providing small group instruction for all students not performing at grade level or above in reading and math.

6	Title I	Campus leadership will ensure that instructional materials, resources, and decisions address the instructional needs of all students and individual student groups.	1. Identify LEP students 2. Purchase software 3. Provide instruction using software 4. Purchase supplies for instruction	Instructional Leadership, Data Analyst		Title I	4,000		Increase TELPAS results from 18 percent to 36 percent by provide small group instruction for all LEP students
7	Title I	Campus leadership will ensure that instructional materials, resources, and decisions address the instructional needs of all students and individual student groups.	1. Identify LEP students 2. Schedule after-school and Saturday tutoring sessions. 3. Pay teachers.	Principal, Assistant Principal, Teacher(s)	10/5/2020	Bilingual	3,246	Incomplete	Increase TELPAS results from 18 percent to 36 percent. by providing after-school and Saturday tutoring for LEP students below grade level in reading and math.
8	SPED	Campus leadership will ensure that instructional materials, resources, and decisions address the instructional needs of all students and individual student groups.	1. Develop intervention schedule for Sped students. 2. Provide extra interventions.		10/5/2020	Special Education	10,576	Incomplete	Increase Special Education STAAR results in Domain III for current students from 16 percent to 20 percent, and former students from 42 percent to 45 percent.
9	Title I	By May 2021, all Programs of Choice student will have the opportunity to take Dissection and Forensics classes.	1. Provide supplies for dissections 2. Provide supplies for forensics.	Instructional Leadership, Teacher (s), Data Analyst	10/5/2020	Gifted & Talented	1,859	Incomplete	Provide dissection and forensics classed for POC students
10	Title I	Campus leadership will ensure that instructional materials, resources, and decisions address the instructional needs of all students and individual student groups.	1. Purchase instructional supplies 2. Purchase technology to support students	Instructional Leadership, Teacher (s), Data Analyst	10/5/2020	Local (Basic Allotment)	39,021	Incomplete	Increase STAAR reading results from 64 percent to 70 percent approaches and math from 67 to 74. support all classrooms with supplies and resources

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence:

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Mission Goals

## Fort Worth Independent School District 2020-2021 Mission Goals Action Plan

Campus Name: 044 - Elder MS, J.P.

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
	Percent of students at grade level or above in Math will increase from	67	75	EOY
	By May 2021, train all members of ILT on best practices in PLC, data tracking and analysis, and feedback to teachers.	64	72	EOY
	By May 2021, 80 percent of teachers will effectively write and implement lesson plans that are rigorous and aligned with the district frameworks	0	12	MOY
		0	100	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	ILT members will receive training that will allow us to support teachers in developing grade level lessons aligned to our district curriculum and develop assessments with appropriate rigor.	<ol style="list-style-type: none"> <li>1. Develop a standard lesson plan template</li> <li>2. Train ILT on effective Lesson plans</li> <li>3. Provide PD to teachers on lesson planning</li> <li>4. Purchase technology to help support PLCs</li> <li>5. Pay for subs during PD</li> </ol>	Instructional Leadership	10/5/2020	Title I	44,734	Incomplete	100 percent of teachers will effectively write and implement lesson plans that are rigorous and aligned with the district frameworks in order to improve lesson planning and Tier 1 instruction
2 Title I	Support staff in disaggregating multiply sources of student and teacher data to track, monitor, and inform instructional practices that will lead to student success.	<ol style="list-style-type: none"> <li>1. Purchase technology to support assessments</li> <li>2. Purchase PD for formative assessments</li> <li>3. Dissagreate assessment data.</li> </ol>	Instructional Leadership	10/5/2020	Title I	24,316	Incomplete	All core content classes will administer 3 week and 6 week common assessments in order to improve Tier 1 instruction through the use of data analysis of common assessments and formative assessments

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

#### BOY Status:

Principal Evidence:

Leadership Feedback:

#### MOY Status:

Principal Evidence:

Leadership Feedback:

#### EOY Status:

Principal Evidence:

Leadership Feedback:

# Learning Environment Goals

## Fort Worth Independent School District 2020-2021 Learning Environment Goals Action Plan

Campus Name: 044 - Elder MS, J.P.

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the School Profile from	1	3	EOY
	PBIS - Disproportionate 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease in % for target student groups as compared to campus enrollment from	12	12	EOY
	Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from	95	100	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	By May 2021, provide three trainings for parents to advocate for their students and three opportuneness for parent engagement at school	1. Hire full time Family communication specialist 2. Host 3 Parent academies 3. Provide instruction supplies for parents and students 4. Provide snacks during trains	Principal, Other	9/1/2020	Title I	56,000	Below Target	Increase the number of parents that have been trained to advocate for their students.
2 Title I	Provide restorative practices training to teachers to decrease disciplinary removals from the instructional setting.	1. Train all new teachers in best practices for classroom management. 2. Train all teachers in Restorative Practices 3. Review discipline referrals 4. Review suspensions 5. Identify all students that are suspended and refer to interventionist.	Principal, Assistant Principal, Data Analyst	9/1/2020	Title I	5,000	Below Target	By May 2021, reduce the number of students coded as "Duplicate out of school suspension" by 10 percent
3 Title I	Provide students support services that address their academic, behavioral, and emotional needs.	1. Identify students that need additional academic support and provide them tutoring. 2. Staff will provide restorative practices session to students as a support intervention.	Principal, Assistant Principal, External Stakeholder, Other	9/1/2020	SCE	11,776	Incomplete	Decrease failure rate by ten percent.

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

#### BOY Status:

Principal Evidence: test

Leadership Feedback:

#### MOY Status:

Principal Evidence:

Leadership Feedback:

#### EOY Status:

Principal Evidence:

Leadership Feedback:

